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MONTANA LABOR MARKET

Monthly Review of
EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE Division of Unemployment Compensation Commission of Montana

Edgar H. Reeder, Chairman

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FL. 241

MAY, 1963

April Employment Total Shows Increase of 4,500

The seasonal upswing in a variety of Montana labor markets got underway in earnest in April. The employment upsurge added 4,500 workers to the state's industrial and commercial payrolls from March to April. This brought the April total of non-farm employment to 167,200. It was an increase of 1,700 wage earners over the April, 1962 employment figure. Every month so far this year has set a record in the number of non-farm workers employed in comparison with the same month of the past 25 years.

Seasonal Patterns Active

The employment gain over March is largely the result of seasonal influences in the Montana labor market. These fairly consistent annual forces beef up employment totals in construction, lumbering and logging, retail trade, service industries, and government. Wet, cold weather during much of April set back the starts of some outside work in construction, agriculture, and logging. Continuing employment expansion in those industry groups unaffected by weather conditions was powerful enough to overshadow these negative patterns. As a result employment advanced in seven of the eight basic major industry groups.

Construction Heads the List

Despite intermittent weather-caused slow downs, construction contractors added 2,300 workers to April payrolls for a total working force of 10,900. This figure was 1,000 less than last April due to the completion of construction aspects at missile site installations. Main street trade establishments, gearing for summer business and tourist traf-

MONTANA INDUSTRY PROVIDED 21,000 NEW JOBS FROM 1950 TO 1962

The following table shows employment changes in the State's eight basic industry groups for the twelve years from 1950 to 1962.

	Employment Change from 1950-1962	Employment Change from 1950-1962
Manufacturing	+ 4,000 (22.2%)	Trade + 2,700 (7.4%)
Mining	- 3,300 (32.4%)	Finance, Insurance and Real Estate + 2,600 (63.4%)
Construction	+ 1,800 (12.3%)	Service and Miscel..... + 4,500 (23.3%)
Trans. and Utilities.....	- 3,900 (17.8%)	Government + 12,600 (44.5%)

Although Montana lost 7,200 jobs in two basic industry groups from 1950 to 1962—mining, down 3,300; and the transportation and utilities group, down 3,900 in the twelve year period—employment growth in six other industries was strong enough to show a net gain of 21,000 jobs. Government employment with a numerical advance of 12,600 workers heads the list. This increment accounted for 60 per cent of the total gain from 1950 to 1962. Other employment gains in order were: Service Industries, up 4,500; Manufacturing, up 4,000; Trade, up 2,700; Finance, Insurance and Real Estate, up 2,600; Manufacturing, up 4,000; Trade, up 2,700; Finance, Insurance and Real Estate, up 2,600; and Construction, up 1,800.

The 7,200 job losses in mining, and the transportation and utilities group is tied chiefly to automation, technological changes and employer economies.

From 1961 to 1962 industrial employment advanced by 2,900, despite some decline in four major industry groups. Manufacturing employment was up 1,600 chiefly because of missile installation work; other gains were in construction, up 1,000; government, up 900; and service industries, up 400. Employment declines occurred in trade, down 400; transportation and utilities, down 300; mining, down 200; and finance, insurance and real estate, down 100.

fic, hired 1,200. Other employment gains in April were in government, up 900; mining, up 200; transportation, communications, and utilities, finance, insurance and real estate, and the service industries were each up 100. Manufacturing was the only industry which

failed to keep pace. The spring breakup in the lumber industry which depresses employment in logging and sawmills about six weeks of every year was about over but still had some grip on the industry. The result was a loss of 300 workers from March.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES (per 100 employees)

(Compiled in cooperation with U. S. Bureau of Labor Statistics)

INDUSTRY	ACCESSION RATE						SEPARATION RATE								
	Total			New Hire			Total			Quit					
	1) Mar. 1963	2) Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962	Mar. 1963	Feb. 1963	Mar. 1962			
3) All Manufacturing.....	3.9	2.1	4.3	2.5	1.6	2.6	3.9	3.5	4.3	1.9	1.6	1.4	1.4	1.0	1.5
Durable Goods.....	4.5	2.5	5.3	2.8	1.8	3.1	4.6	4.1	5.1	1.9	1.7	1.6	2.0	1.3	2.0
Primary Metal.....	4.0	2.3	5.3	1.3	1.0	2.4	2.7	2.6	2.0	1.1	.8	.8	.7	.2	.5
3) Nondurable Goods.....	2.7	1.2	2.3	1.7	1.1	1.7	2.3	2.3	2.7	1.9	1.2	.9	.1	.5	.7
All Mining.....	9.9	6.2	5.6	4.1	3.9	2.4	9.0	6.4	6.3	4.6	3.4	2.6	3.0	*	1.7
Metal Mining.....	5.8	5.7	5.3	2.0	2.8	1.2	7.6	8.1	5.3	4.1	3.8	2.1	1.4	.1	.1

1) Preliminary rates used on all data available at publication time. 2) Figures revised on more complete returns. 3) Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations. *Less than .05.

Along the Hiring Line— Field Summary April 1

ANACONDA, Deer Lodge, Philipsburg—(357 jobseekers, 74 new, 226 men, 131 women). Area economy on fairly good basis but hiring in industry and farm down from last year. Smelter employment keeps close to 2,300; workers idled by shutdown of some plant units transferred to others. Closure of Philipsburg lumber mill and a mining company depressing employment outlook in that area. Farm labor demand below last year.

BILLINGS, Columbus, Hardin, Laurel, Red Lodge, Roundup—(3,022 jobseekers, 960 new, 2,206 men, 816 women). Wet weather had some effect on labor market trends during April but employment expansion continued in most industries. Construction, however, was still at the top of the hiring agenda. Trade industry hiring keeps at normal seasonal levels, but good upswing noted in service establishments gearing for tourist season. Hiring trends in railroads, oil fields, and coal mining not too promising. Optimism prevails on the farm front with early season rains. Farm labor demand good with no significant labor shortages.

BOZEMAN, Ennis, Three Forks, Trident—(301 jobseekers, 310 new, 195 men, 106 women). Building and highway construction at good pace with more employment expansion next 30-60 days. Logging still slowed by weather but full scale operations expected by mid-May. Trade and service perking up with opening of Yellowstone Park and resort areas. Fairly steady trends in manufacturing. Brisk farm labor demand with some worker shortages existing.

BUTTE, Virginia City, Whitehall—(713 jobseekers, 331 new, 368 men, 345 women). Labor market trends generally good in all industries, paced by mining and construction. Sixteen more ARA trained miners employed. Highway construction projects expanding working forces as season advances. Slight rise noted in farm job orders. In-migration of construction and farm workers starting.

CUT BANK—(374 jobseekers, 86 new, 289 men, 85 women). Construction provided most April job openings with work on city streets, water line, and road building projects. Some upturn noted in oil field activities. Trade and service volume shows little change. Farm hiring equals last year.

DILLON—(108 jobseekers, 82 new, 60 men, 48 women). Good agenda of construction in progress with work on Clark Canyon Dam and facilities the major item. New projects include \$72,000 airport administration building, road and bridge work. Some increase noted in main street labor demand. Snow and rain delayed some farm field work, but good labor demand expected throughout May.

LABOR MARKET INDICATORS

Employment—	1963 Apr.	1963 Mar.	1962 Apr.	1954-63 Apr. Avg.
Industrial Employment	167,200	162,700	165,500	160,800
New Job Applicants	4,350	3,490	4,941	3,755
Job Applicants, End of Month.....	12,642	15,510	14,185	13,429
				Avg. 1st
Insured Unemployment Week of	May 3 1963	Apr. 5 1963	May 5 1962	May. Wk. 1959-63
New and Renewal Claims.....	573	864	474	713
Unemployed Weeks Filed.....	5,354	8,084	5,155	7,617
Total Unemployment Claims.....	5,927	8,948	5,629	8,330

GLASGOW, Fort Peck, Malta, Opheim—(330 jobseekers, 68 new, 199 men, 131 women). About 100 employed on new construction including irrigation plant, new school, and addition to air base officers club. Wet weather delayed some construction work and held back new hiring. Main street hiring trends not too active. Farm labor demand receded as weather worsened.

GLENDIVE, Circle, Wibaux—(227 jobseekers, 62 new, 136 men, 91 women). Bad weather throughout April curbed most outside work and oil drilling operations. Work on two building projects continued with little delay. Farm work hampered by wet fields; livestock care, sheep shearing, calving, and lambing main activities. Current shortage of single farm hands expected to expand as season advances.

GREAT FALLS, Choteau, Fort Benton, Stanford—(1,733 jobseekers, 864 new, 1,234 men, 549 women). Start of spring work season behind schedule chiefly because of unsettled weather. New job applications exceed last year by sizable margin. Hiring by construction contractors expected to make good showing during May. Main street hiring on uncertain schedules. Good employment demand expected to develop in most major industry groups during May.

HAMILTON, Stevensville—(248 jobseekers, 86 new, 174 men, 74 women). Woods workers comprised the bulk of April unemployed as spring breakup conditions still held a grip on the logging industry. Most experienced workers in clerical, sales, construction, and agriculture have returned to work. Farm labor demand about the same as last year; Arizona and Texas workers arriving for sugar beet field work.

HAVRE, Chinook, Harlem—(229 jobseekers, 66 new, 170 men, 59 women). Area labor market trends not too bright due to lack of major construction projects and the windup of some area farm work. \$2 million high school building only major project. Main street hiring lags for this time of year. Completion of some public work program projects idled 120; leaving but 24 employed. Farm labor demand slowing down.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(536 jobseekers, 184 new, 341 men, 195 women). Labor demand started to spark up at mid-April in most industries with the exception of logging and sawmills. Work shortages were evident in sales, clerical, and some service industry classifications. About 300 men now employed on building and road projects in area. New starts include \$150,000 street paving project. Trade activity above average in most establishments. Farm labor demand up with shortage of irrigators forecast during May.

KALISPELL, Columbia Falls, Eureka, Libby, Whitefish—(1,452 jobseekers, 277 new, 1,161 men, 291 women). Unemployment dropped sharply as hiring increased in construction, lumber manufacturing, and trade and service industries. Logging still not at maximum but good recovery from a spring breakup occurred. Most area sawmills at peak capacity but some smaller mills on short work weeks. Some upswing noted in farm labor demand.

LEWISTOWN, Harlowton, Ryegate, Winnet—(277 jobseekers, 79 new, 196 men, 81 women). Industry and farm hiring above last month but below last year. Completion of some phases of missile site work idled 350 workers with most leaving for other areas. Work progresses on new hotel, home building, and highway projects. Farm labor demand fairly active.

LIVINGSTON, Big Timber—(313 jobseekers, 38 new, 192 men, 121 women). Job hires 14% below April, 1962, with most of decline in construction and trade and service industries. Logging still in throes of spring breakup with sawmills on short crews. Trade and service hiring not too sharp when matched against last year's demand because of travel to Seattle World's Fair. Recall of workers to Yellowstone Park continues weekly. Farm labor demand making good showing.

MILES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(183 jobseekers, 79 new, 134 men, 49 women). Labor market activity slower than usual chiefly because of unsettled weather. No major construction in progress at present but several projects

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Aver.
1955.....	150.6	149.0	149.6	155.6	160.7	169.2	170.6	172.9	171.7	168.3	164.7	162.7	162.1
1956.....	156.6	154.4	156.3	163.0	169.3	177.4	177.4	179.8	177.2	174.6	170.4	166.7	168.6
1957.....	156.8	155.0	156.8	161.3	166.0	172.0	174.2	174.2	170.8	167.4	163.2	159.9	164.8
1958.....	153.1	150.3	150.5	156.4	162.4	167.1	170.2	172.2	170.0	168.8	165.8	162.4	162.4
1959.....	155.3	153.2	155.9	162.2	167.5	174.0	177.5	179.2	169.9	165.6	161.5	159.4	165.1
1960.....	152.7	152.5	156.1	163.5	168.4	175.8	176.9	177.7	174.8	171.6	167.5	164.5	166.7
1961.....	156.9	154.8	156.1	160.2	165.1	173.3	176.0	178.1	176.8	172.4	169.0	166.2	167.1
1962.....	158.3	158.2	159.6	165.5	170.9	179.4	178.5	177.9	175.8	174.2	172.3	169.6	170.0
1963.....	161.9	161.5	162.7	167.2**									

** Estimated

Along the Hiring Line— Field Summary April 1

slated to start including radar station and power plant, high school addition, and power transmission line. Trade and service trends not too active. Good volume of farm job orders.

MISSOULA, Drummond, Arlee, Superior—(1,172 jobseekers, 346 new, 830 men, 342 women). Wet weather and a labor dispute had some effect on April labor market but trends stayed good in most industries. Most loggers now back to work; lumber manufacturing plants running on two shift basis. Trade and service establishments exhibiting good directions. Farm labor demand increasing.

POLSON—(282 jobseekers, 51 new, 205 men, 77 women). April labor market demand not too active, but some callbacks of loggers, construction men, and irrigation service workers occurred. No major construction projects in area. Bids on \$100,000 sewer project to be open May 20. Farm labor demand not too encouraging.

SHELBY—(213 jobseekers, 105 new, 143 men, 70 women). Labor market patterns showing little change from last month. Job placements down 60% from last year due chiefly to delays in starting dates of major construction projects. Some encouraging signs noted in oil fields. Main street hiring not up to par. Farm labor demand behind schedule.

SIDNEY—(129 jobseekers, 47 new, 112 men, 17 women). Employment expansion evident in most major industry groups with largest gains in construction and trade and service industries. Shortages of sales, clerks and some service workers prevailed throughout April. Favorable trends in oil oriented activities to more employment expansion this summer. Some farm field work set back by wet weather.

THOMPSON FALLS, Hot Springs—(204 jobseekers, 66 new, 179 men, 25 women). Job replacements above last year chiefly because of hiring for public work projects, which accounted for nearly half of April's hiring. Smaller building projects provided some job openings. Logging slowly returning to normal schedules after spring break-up. Increasing labor demand noted on the farm front.

WOLF POINT, Plentywood, Scobey—(189 jobseekers, 44 new, 143 men, 46 women). Construction off to slow start because of bad weather but several highway and building projects began. Main street hiring on upswing with good demand for workers in cafes, service stations, and farm implement firms. Some decline noted in oil field work as two exploration crews left the area. Farm labor demand best in several years.

(1) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.

(2) Preliminary estimates based on return from samples of 1,304 selected Montana establishments.

(3) Figures previously released have been revised on return from 903 such establishments.

(4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.

(5) Includes apparel, chemicals, and miscellaneous manufacturing products.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

INDUSTRY	EMPLOYMENT			Net Change	
	Apr. 1963 (2)	Mar. 1963 (3)	Apr. 1962	Mar. '63 to Apr. '63	Apr. '62 to Apr. '63
NON-AGRICULTURAL INDUSTRIES	167,200	162,700	165,500	4,500	1,700
Manufacturing.....	21,100	21,500	20,000	400	1,100
Durable goods.....	14,200	14,600	12,900	400	1,300
Lumber and timber products.....	7,500	7,800	7,100	300	400
Primary metals.....	3,200	3,200	3,600	00	400
Other (4).....	3,500	3,600	2,200	100	1,300
Nondurable goods.....	6,900	6,900	7,100	00	200
Food and kindred products.....	3,700	3,700	3,700	00	00
Printing and publishing.....	1,700	1,700	1,600	00	100
Petroleum refining.....	1,000	1,000	1,100	00	100
Other (5).....	500	500	700	00	200
Mining.....	7,600	7,400	6,800	200	800
Metal mining.....	4,200	4,200	4,000	00	200
Coal, quarrying and nonmetallic.....	900	800	700	100	200
Petroleum-natural gas production.....	2,500	2,400	2,100	100	400
Contract Construction.....	10,900	8,600	11,900	2,300	1,000
Contractors, building construction.....	2,500	2,100	2,900	400	400
Contractors, other than building.....	4,500	2,600	4,900	1,900	400
Contractors, special trade.....	3,900	3,900	4,100	00	200
Transportation and utilities.....	17,200	17,100	17,700	100	500
Interstate railroads.....	7,600	7,600	7,900	00	300
Transportation except railroads.....	3,800	3,800	3,900	00	100
Utilities including communication.....	5,800	5,700	5,900	100	100
Trade.....	39,100	37,900	38,900	1,200	200
Wholesale trade.....	8,300	8,000	8,100	300	200
Retail trade.....	30,800	29,900	30,800	900	00
General merchandise and apparel.....	6,000	5,800	5,900	200	100
Food stores.....	4,700	4,700	4,900	00	200
Eating and drinking establishments.....	7,600	7,000	7,600	600	00
Automotive and filling stations.....	6,300	6,300	6,200	00	100
Retail trade not elsewhere classified.....	6,200	6,100	6,200	100	00
Finance, insurance and real estate.....	6,800	6,700	6,600	100	200
Services and miscellaneous.....	23,300	23,200	23,100	100	200
Hotels, rooming houses, camps, etc.....	2,600	2,600	2,500	00	100
Personal services.....	2,000	2,000	1,900	00	100
Other (6).....	18,700	18,600	18,700	100	00
Government.....	41,200	40,300	40,500	900	700
Federal.....	10,700	10,100	10,500	600	200
State and local.....	30,500	30,200	30,000	300	500
Great Falls Area (Cascade County)	23,600	23,500	23,000	100	600
Manufacturing.....	5,100	5,200	3,600	100	1,500
Contract construction.....	2,000	1,900	3,000	100	1,000
Transportation and utilities.....	2,000	2,000	2,100	00	100
Trade, wholesale and retail.....	5,700	5,600	5,500	100	200
Finance, Insurance, Real Estate.....	1,200	1,200	1,200	00	00
Services and miscellaneous (7).....	3,600	3,600	3,500	00	100
Government.....	4,000	4,000	4,100	00	100
Billings Area (Yellowstone County)	22,300	21,800	22,400	500	100
Manufacturing.....	2,300	2,300	2,400	00	100
Contract construction.....	1,100	1,000	1,200	100	100
Transportation and utilities.....	2,500	2,400	2,600	100	100
Trade, wholesale and retail.....	7,200	7,000	7,300	200	100
Finance, Insurance, Real Estate.....	1,300	1,300	1,300	00	00
Services and Miscellaneous (7).....	4,200	4,100	4,100	100	100
Government.....	3,700	3,700	3,500	00	200

(6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pictures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.

(7) Same as (6) above. Also includes hotels, rooming houses, camps, personal services and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN APRIL 1963 AND APRIL 1962

Employment Service Office	New Job Applicants				Jobseekers in File				Job Placement								UI Claims*		
	Apr. 1963		Apr. 1962		Apr. 1963		Apr. 1962		Apr. 1963				Apr. 1962				Wk. 5-3	1963	1962
	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1963	1962	
Anaconda.....	74	8	127	18	357	49	289	44	53	12	65	17	96	37	133	48	173	131	
Billings.....	960	188	1,365	244	3,022	727	3,638	581	579	341	920	268	586	419	1,005	338	1,026	963	
Bozeman.....	310	47	202	38	301	52	433	90	143	116	259	46	180	114	294	78	148	169	
Butte.....	331	51	266	49	713	124	1,038	224	128	26	154	40	182	7	189	74	457	503	
Cut Bank.....	86	28	111	35	374	106	239	87	69	73	142	64	87	83	170	69	102	93	
Dillon.....	82	27	102	38	108	12	115	13	37	196	233	88	59	182	241	130	104	53	
Glasgow.....	68	7	147	23	330	46	282	52	64	76	140	21	153	94	247	74	156	153	
Glendive.....	62	9	105	13	227	35	275	43	82	47	129	17	105	22	127	32	58	55	
Great Falls.....	864	220	671	139	1,783	451	1,778	409	301	227	528	126	496	256	752	230	776	585	
Hamilton.....	86	12	100	9	248	46	351	63	72	46	118	24	69	55	124	38	135	156	
Havre.....	66	3	137	6	229	38	355	66	61	127	188	76	94	162	256	88	130	132	
Helena.....	184	26	268	32	536	136	556	106	195	77	272	103	190	71	261	102	324	295	
Kalispell.....	277	56	207	36	1,452	408	1,721	461	196	34	230	57	143	29	172	41	905	835	
Lewistown.....	79	12	99	19	277	70	222	44	56	91	147	51	102	102	204	54	158	128	
Livingston.....	83	7	100	14	313	53	321	57	67	42	109	31	78	31	109	37	158	135	
Miles City.....	79	12	82	13	183	47	143	19	71	100	171	22	112	127	239	38	108	88	
Missoula.....	346	56	509	87	1,172	271	1,161	214	218	68	286	75	299	65	364	135	518	572	
Polson.....	51	3	118	11	282	58	336	69	35	32	67	17	82	125	207	78	147	159	
Shelby.....	105	34	122	37	213	54	289	73	46	75	121	32	108	352	460	67	85	99	
Sidney.....	47	7	36	7	129	22	130	25	59	60	119	25	44	45	89	18	37	66	
Thompson Falls.....	66	26	31	9	204	60	230	70	80	16	96	30	52	8	60	26	105	132	
Wolf Point.....	44	13	76	10	189	37	283	60	20	48	68	15	38	32	70	18	117	127	
TOTALS.....	4,350	852	4,981	887	12,642	2,902	14,185	2,870	2,632	1,930	4,562	1,245	3,355	2,418	5,773	1,813	5,927	5,629	

*Includes 385 claims of the Fed. UC Program 219 same a year ago.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics)
(Hours and earnings data exclude administrative and salaried personnel)

INDUSTRY	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Apr. (1) 1963	Mar. (2) 1963	Apr. 1962	Apr. (1) 1963	Mar. (2) 1963	Apr. 1962	Apr. (1) 1963	Mar. (2) 1963	Apr. 1962
All Manufacturing.....	\$109.88	\$109.34	\$100.74	41.0	40.8	39.2	2.68	2.68	2.57
Durable goods.....	110.09	109.67	95.01	41.7	41.7	39.1	2.64	2.63	2.43
Primary metals.....	103.34	102.44	103.72	39.9	39.4	40.2	2.59	2.60	2.58
Nondurable goods.....	108.81	107.90	112.79	39.0	38.4	39.3	2.79	2.81	2.87
Food and kindred products.....	94.30	94.33	95.34	40.3	39.8	40.4	2.34	2.37	2.36
All Mining.....	117.02	111.79	111.34	42.4	41.1	41.7	2.76	2.72	2.67
Metal mining.....	105.88	105.88	106.77	38.5	38.5	39.4	2.75	2.75	2.71
Transportation and Utilities (except Rys.)....	NA	NA	NA	NA	NA	NA	NA	NA	NA
Transportation (except railroads)....	NA	NA	NA	NA	NA	NA	NA	NA	NA
Utilities and communications.....	97.66	99.72	97.22	38.0	38.8	39.2	2.57	2.57	2.48

(1) Preliminary estimates. (2) Figures previously released have been revised on more complete returns.

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

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